



# SICKLE CELL ANEMIA

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## Accommodation and Compliance: Sickle Cell Anemia

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### About Sickle Cell Anemia

Sickle cell anemia, or sickle cell disease, is a genetically inherited blood disorder that affects the shape of red blood cells. Red blood cells are normally round, smooth, and soft, which allows them to move easily through the blood system. In sickle cell disease, blood cells are crescent, or sickle-shaped, and rigid. This is due to blood cells that contain an abnormal type of hemoglobin. The abnormal shape of red blood cells prevents the cells from properly moving through blood vessels and carrying oxygen to all parts of the body. The sickle-shaped blood cells die sooner than ordinary blood cells, which results in significantly fewer red blood cells and causes anemia.

People with sickle cell disease experience chronic anemia and periodic episodes of pain, sometimes referred to as “crisis.” When the sickle-shaped blood cells block the flow of blood and oxygen to the limbs and organs of the body, severe pain and damage to tissues and organs can result. People can experience pain episodes affecting the arms, legs, chest, and abdomen; damage to the lungs, spleen, kidneys, and liver, among other organs; have a stroke; and develop acute chest syndrome and bacterial infections.

Symptoms can range from mild to very severe.

Sickle cell disease is a lifelong, chronic condition, and its symptoms can be treated, but for most people there is no cure. People with sickle cell disease often require prophylactic antibiotics, folic acid supplementation, pain management, intravenous fluids, and frequent blood transfusions. Blood transfusions reduce recurrent pain crises, the risk of stroke, and other complications.

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# Sickle Cell Anemia and the Americans with Disabilities Act

The ADA does not contain a list of medical conditions that constitute disabilities. Instead, the ADA has a general definition of disability that each person must meet. A person has a disability if he/she has a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or is regarded as having an impairment. For more information about how to determine whether a person has a disability under the ADA, see [How to Determine Whether a Person Has a Disability under the Americans with Disabilities Act Amendments Act \(ADAAA\)](#).

## Accommodating Employees with Sickle Cell Anemia

People with sickle cell anemia may develop some of the limitations discussed below, but seldom develop all of them. Also, the degree of limitation will vary among individuals. Be aware that not all people who are aging will need accommodations to perform their jobs and many others may only need a few accommodations. The following is only a sample of the possibilities available. Numerous other accommodation solutions may exist.

### Questions to Consider:

1. What limitations is the employee experiencing?
2. How do these limitations affect the employee and the employee's job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. What accommodations are available to reduce or eliminate these problems? Are all possible resources being used to determine possible accommodations?
5. Has the employee been consulted regarding possible accommodations?
6. Once accommodations are in place, would it be useful to meet with the employee to evaluate the effectiveness of the accommodations and to determine whether additional accommodations are needed?
7. Do supervisory personnel and employees need training?

### Accommodation Ideas:

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## By Limitation

## By Limitation

### ➤ Effect of/Receive Medical Treatment

- Flexible Schedule
- Telework, Work from Home, Working Remotely

### ➤ Pain

- Industrial
  - Adjustable Workstations for Industrial Settings
  - Anti-fatigue Matting
  - Anti-vibration Gloves
  - Anti-vibration Tool Wraps
  - Carts
  - Compact Material Handling
  - Wearable Anti-fatigue Matting
- Office
  - Adjustable Workstations for Office Settings
  - Alternative Keyboards
  - Alternative Mice
  - Chairs with Head Support
  - Ergonomic and Adjustable Office Chairs
  - Ergonomic Assessments
  - Ergonomic Equipment
  - Forearm Supports
  - Gooseneck and Other Telephone Holders
  - Scribe/Notetaker
  - Speech Recognition Software
  - Supine Workstations
  - Writing Aids
- Other
  - Aide/Assistant/Attendant
  - Automatic Door Openers
  - Flexible Schedule
  - Modified Break Schedule
  - Scooters

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- Service Animal
- Stand-lean Stools
- Telework, Work from Home, Working Remotely
- Worksite Redesign / Modified Workspace
- Workstation Space Heaters

### ➤ Stress Intolerance

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Environmental Sound Machines / Tinnitus Maskers / White Noise Machines
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Supervisory Methods
- Support Animal
- Support Person

### ➤ Suppressed Immune System

- Disability Awareness/Etiquette Training
- Hand Protection
- Policy Modification
- Telework, Work from Home, Working Remotely
- Worksite Redesign / Modified Workspace

### ➤ Temperature Sensitivity

- Sensitivity to Cold
  - Air Deflectors
  - Cold Resistant Gloves
  - Flexible Schedule
  - Heated Clothing
  - Heated Ergonomic and Computer Products
  - Heated Gloves
  - Telework, Work from Home, Working Remotely
  - Vent Covers

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- Workstation Space Heaters
- Sensitivity to Heat
  - Air Deflectors
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Heated Clothing
  - Portable Air Conditioners
  - Telework, Work from Home, Working Remotely
  - Vent Covers

## By Work-Related Function

## By Work Related Function

### › Air Quality/Irritants

- Air Cleaners & Purifiers
- Air Cleaners - Chemical/Odor Removal
- Air Cleaning Systems
- Air Purifiers for Multiple Chemical Sensitivity
- Alternative Cleaning Supplies
- Carpet Alternatives, Sealants, and Sustainable Flooring
- Flexible Schedule
- Floor Cleaning/Stripping Products - Chemical Sensitivity
- Low/No Odor Paints and Stains
- Masks - Smoke Allergy
- Odor/Fragrance/Chemical Masks
- Personal Air Cleaner (Neckworn)
- Powered Air Purifying Respirator (PAPR)
- Respirator Masks
- Telework, Work from Home, Working Remotely

### › Policies

- Additional Training Time / Training Refreshers

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- Aide/Assistant/Attendant
- Flexible Schedule
- Marginal Functions
- Modified Break Schedule
- Periodic Rest Breaks
- Policy Modification
- Reassignment
- Service Animal
- Supervisory Methods
- Support Animal
- Telework, Work from Home, Working Remotely

### ➤ Stress

- Apps for Anxiety and Stress
- Behavior Modification Techniques
- Counseling/Therapy
- Flexible Schedule
- Job Restructuring
- Marginal Functions
- Modified Break Schedule
- Monitor Mirrors
- On-site Mentoring
- Service Animal
- Simulated Skylights and Windows
- Supervisory Methods
- Support Animal
- Support Person
- Telework, Work from Home, Working Remotely
- Uninterrupted Work Time

### ➤ Temperature

- Sensitivity to Cold
  - Air Deflectors
  - Cold Resistant Gloves
  - Flexible Schedule
  - Foot Warmers
  - Heated Clothing
  - Heated Ergonomic and Computer Products

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- Heated Gloves
- Modified Break Schedule
- Telework, Work from Home, Working Remotely
- Vent Covers
- Workstation Space Heaters
- Sensitivity to Heat
  - Air Deflectors
  - Cooling Clothing
  - Fans
  - Flexible Schedule
  - Modified Break Schedule
  - Personal Visors
  - Telework, Work from Home, Working Remotely
  - Vent Covers

### Situations and Solutions:



An applicant for a data entry position has sickle cell anemia and discloses that it causes her to have episodes of considerable pain.

[Read more](#)



An applicant has compromised immune system function due to their diagnosis of sickle cell anemia.

[Read more](#)



An applicant knows that because of vision.

[Read more](#)

[Live Chat](#)



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# JAN Publications & Articles Regarding Sickle Cell Anemia

## Publications


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### Accommodation and Compliance Series

Accommodation and Compliance Series: Employees with Sickle Cell Anemia 



### Consultants' Corner Articles

Confidentiality of Medical Information under the ADA 

Hidden Disabilities: Confidentiality and Travel 


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 [View All Publications](#)

## Related Disabilities

Bleeding Disorder 

Chronic Pain 

Intellectual Impairment 

Respiratory Impairments 

Stroke 

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 [View All Disabilities](#)

## Articles

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No Articles available for Sickle Cell Anemia

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 [View All Articles](#)

## Blog Posts

No Blog Posts available for Sickle Cell Anemia

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 [View All Blog Posts](#) 



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## Events Regarding Sickle Cell Anemia

### Upcoming Events

No Upcoming Events for Sickle Cell Anemia.

[↻ View All Upcoming Events](#)

### Past Recorded Module

No Past Recorded Modules for Sickle Cell Anemia.

[↻ View All Recordings](#)

### Past In-person Training

#### DEAM - A Disability Inclusion Intervention: What DE Members Need to Know to Move the Inclusion Needle Forward

APRIL 26, 2018

Presenters:

- Louis E. Orslene , JAN Co-Director

#### DMEC - ADA Basics: Competence Builds Confidence

APRIL 30, 2018 [Live Chat](#) 



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This DMEC session will enable you to build your ADA competence and confidence by learning the basic requirements of the ADA and receiving practical tips for compliance. A representative from the Job Accommodation Network (JAN) will share information about the financial and legal benefits of ADA compliance and offer best practices for promoting an inclusive workplace.

**Presenters:**

- Tracie DeFreitas , Lead Consultant – ADA Specialist

## DMEC - Who Wants to Be an ADA Guru?



MAY 1, 2018

When an employee approaches you for an accommodation, it can feel like you're on a game show where your response could result in risk or reward. Answer correctly, and you have a motivated, loyal employee. Answer incorrectly, and you could face penalties, lawsuits, and months of headaches. In this session, participants will be our Accommodation Game Show contestants using cell phone polling technology. We will ask what you would do in response to various ADA accommodation scenarios and provide best practice tips and strategies for how employers should respond. Sufficient time will be left at the end of the session for employers to pose their own "what if" questions.

**Presenters:**

- Linda Carter Batiste , Principal Consultant/Legislative Specialist

## ADA Symposium - Unpacking the Reasonable Accommodation Conversation: Achieving Win/Win Outcomes



JUNE 20, 2018

Best in class companies have an actionable and well communicated accommodation policy and robust practices to support their policy. Deb Dagit, former Chief Diversity Officer for Merck, and the Co-Directors of the Job Accommodation Network moderated a number of conversations/focus groups with companies known for their success in recruiting and retaining individuals with disabilities and their associated RA processes. The conversations culminated into the Workplace Accommodation Toolkit of best and emerging accommodation practices. The Toolkit also provides a number of video-based training modules depicting situations that are frequently experienced between people managers and employees with disabilities during various phases of the employee's life cycle. Each scenario culminates in a solution to the situation posed. These videos will be featured during this interactive session. In addition, Lou will provide an overview of the Toolkit contents focusing on the most pragmatic and important practices that can be replicated in any size company.

Have a question?



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**Presenters:**

- Louis E. Orslene , JAN Co-Director

## APSE - Employer Resource Panel



JUNE 27, 2018

Since its inception over 30 years ago, the Job Accommodation Network has connected the employment aspirations of individuals with disabilities with the workforce needs of America's employers. Our service remains the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Offering practical solutions that benefit both employer and employee, the Job Accommodation Network helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent people with disabilities add to the workplace.

**Presenters:**

- Melanie Whetzel , Lead Consultant – Cognitive/Neurological Team

## USBLN - JAN Academy 2018: Developing a NextGen Disability Inclusive Workplace




JULY 9, 2018

Two part preconference session on creating a disability inclusive workplace.


**Presenters:**


- Louis E. Orslene , JAN Co-Director

### Presentations

 Slides - JAN Academy - Developing a NextGen Disability Inclusive Workplace

 Slides - JAN Academy - Inclusion@Work

 Slides - JAN Academy - Adopting an Accessible Technology Mindset

 Slides - JAN Academy - Perspectives from the Field: How leading companies create accommodating workplaces

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 Handouts Handout - JAN Academy - General Resources for Employers

## EXCEL - Beyond the Diagnosis: A Transparent Look at Job Accommodations for Mental Health

JULY 10, 2018

In this session, a Job Accommodation Network (JAN) Principal Consultant will address successful job accommodations for individuals with mental health impairments. Do you experience challenges with employees who have mental health impairments? From the hiring process to accommodations on the job, including difficult topics such as disclosure, attendance, performance, and conduct, Dr. Loy can provide guidance. Learn more about solutions to challenging issues that can help you maintain a more productive workplace environment.

**Presenters:**

- Beth Loy , Principal Consultant/Technical Specialist

 Presentations Slides - Beyond the Diagnosis: A Transparent Look at Job Accommodations for Mental Health

## ILG - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

AUGUST 2, 2018

Inclusion results when good processes and practices are normalized into the workplace. Normalizing inclusion requires tools, techniques, and technologies. Many of these are embedded within the no cost Workplace Accommodation Toolkit and Mobile Accommodation Solution app. This session will feature three new video trainings within the Toolkit and a demonstration of the new MAS app. Participants will leave with the tools, techniques, and technologies necessary for institutionalizing inclusion and ensuring the longevity of disability inclusion efforts.

Presenters Show Reader 

- Louis E. Orslene , JAN Co-Director

## DMEC - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

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### Presenters:

- Anne E. Hirsh , Co-Director

### Presentations



 Slides - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

### Handouts

 Handout - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

## FDR - Disability Inclusion and Reasonable Accommodations

AUGUST 13, 2018

Mr. Shields will explore the Inclusion@Work model that highlights critical strategies throughout the employment lifecycle, from application to onboarding to advancement. Ms. Loy will review the latest trends in reasonable accommodations and demonstrate JAN's online reasonable accommodation toolkit. And Mr. Brooks will provide an update on Section 501, including guidance and best practices on personal services and centralized accommodation funds.  

numerous resources, including the Federal Exchange on Employment and Disability (FEED), an interagency working group focused on information sharing, best practices and collaborative partnerships. information sharing, best practices and collaborative partnerships.

**Presenters:**

- Beth Loy , Principal Consultant/Technical Specialist
- Derek Shields, EARN
- Dexter Brooks, EEOC

## AK State HR Conference - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

SEPTEMBER 21, 2018


In this session, participants will gain access to tools and techniques included within the JAN Workplace Accommodation Toolkit. This Toolkit packages JAN's deep knowledge into an online platform with the information businesses need to create inclusive workplaces while complying with disability-related employment laws. Participates will also learn of inclusionary technologies such as the Mobile Accommodation Solution App, a first-generation mobile workplace accommodation case management app. Having good tools, techniques, and technologies enables companies to normalize their accommodation process, create an inclusive workplace culture, and benefit from an innovative and productive workforce.

**Presenters:**

- Louis E. Orslene , JAN Co-Director

### Presentations

 Slides - A Best Event - 2 Videos

 Slides - AADD

 Slides - Parents-SelfAdvocates - 2 Videos

 Slides - SHRM - 1 Video

 Slides - DVR - 3 Videos

 Slides - DSP - 2 Videos

Live Chat 



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[View All Past Events](#)

## Past Exhibit Booths

### DMEC - FMLA/ADA Employer Compliance Conference

APRIL 30, 2018

The Disability Management Employer Coalition (DMEC) is committed to providing focused education for absence management professionals. From face-to-face conferences to helpful tools and resources, we give you what you need to reduce costs, minimize lost work time, and increase staff productivity.

**Presenters:**

- Louis E. Orslene , JAN Co-Director

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MAY 1, 2018

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**Presenters:**

- Louis E. Orslene , JAN Co-Director

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## APSE Employment First, Employment for All National Conference

JUNE 26, 2018

The National APSE Conference is the only national conference focused solely on the advancement of Employment First. The Association of People Supporting Employment First (APSE) National Conference brings together more than 1,000 community leaders, businesses, and individuals with disabilities from across the country and around the world to network and discuss state-of-the-art strategies to ensure equitable employment for all citizens with disabilities.

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## EEOC's 21st Annual EXCEL Conference

JULY 10, 2018

The EXCEL Training Conference is sponsored by the EEOC's Training Institute. In its 21st year, EXCEL is the premier national training conference for federal and private sector EEO managers, supervisors, practitioners, HR professionals, attorneys and Alternative Dispute Resolution (ADR) specialists. Private and public sector employees will gain invaluable knowledge for making those tough HR decisions!


### Presenters:

- Beth Loy , Principal Consultant/Technical Specialist

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JULY 12, 2018

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**Presenters:**

- Beth Loy , Principal Consultant/Technical Specialist

## ILG National Conference - Navigating the Waves of Change

AUGUST 1, 2018


The 2018 ILG National Conference – held in Anaheim California – is the premier meeting ground in 2018 for employers involved and interested in OFCCP compliance and EEOC issues. The 2018 ILG National Conference convenes industry experts, HR, compensation, legal and talent acquisition

professionals to discuss the latest issues and information impacting affirmative action and equal opportunity employment and diversity and inclusion.

**Presenters:**

- Louis E. Orslene , JAN Co-Director

**↓ Presentations**

 Slides - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

**↓ Handouts**

 Handout - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

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AUGUST 2, 2018

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 Slides - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

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 Handouts Handout - Tools, Techniques, and Technologies for Creating Inclusive Workplaces

## DMEC Annual Conference

AUGUST 6, 2018

At the 2018 DMEC Annual Conference, you'll connect with 700+ like-minded absence, disability, and return-to-work professionals who are looking to tackle strategic workforce issues facing their organizations. And with 40+ sessions and events, you will: Gain insights from those on the front line, giving you expert knowledge on how to address the complex leave and disability issues you are facing in your organization. Share ideas with peers and executive thought leaders from across the country. Take back proven strategies, actionable ideas, and tested program models to assist with the development of cost-saving programs in your company."

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## DMEC Annual Conference

AUGUST 7, 2018

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AUGUST 8, 2018

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## DMEC Annual Conference

AUGUST 9, 2018

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[View All Past Events](#)

## Past Remote Monthly Series Training

### Transition



MAY 9, 2017

Find information on transition from this month's JAN webcast.

#### Presenters:

- Melanie Whetzel , Lead Consultant - Cognitive/Neurological Team

#### Presentations

 Slides - Transition  
Live Chat 



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 Transcripts Transcript - Transition

## JAN - R U Ok?

OCTOBER 17, 2017

**Presenters:**


- Louis E. Orslene , JAN Co-Director
- Lori Golden, EY Abilities Strategy Leader, Americas Talent Team
- Mike Weiner, LMSW, Associate Director EY Assist, Ernst & Young, LLP

 Presentations Slides - R U Ok? Handouts Handout - Disability Employment and Inclusion "DIY Guide"

## JAN - Give Us Your Challenging, Your Bewildering, Your Unusual ADA Issues


NOVEMBER 14, 2017

This Webcast will be an open forum to discuss a variety of tough ADA title I employment issues. Participants will have the opportunity to submit ADA questions in advance of the program, to be addressed during the session. The presenter will touch-on several trending ADA topics, including some of the more challenging questions JAN receives about dogs at work, disability-related inquiries, and telework and leave as accommodations.


**Presenters:**Live Chat Show Reader 

- Tracie DeFreitas , Lead Consultant – ADA Specialist

### Presentations

 Slides - Give Us Your Challenging, Your Bewildering, Your Unusual ADA Issues

### Transcripts

 Transcript - Give Us Your Challenging, Your Bewildering, Your Unusual ADA Issues

## JAN - Ask the JAN Motor Team



DECEMBER 12, 2017

Join the motor team as they take the hour to hash out any motor related accommodation requests or questions you may have! From addressing ergonomic chair requests to creating an emergency evacuation plan to the never ending parking debacle, the motor team consultants are here to answer your burning questions in real time!

### Presenters:


- Lisa Mathess , Lead Consultant, Motor Team
- Matthew McCord , Consultant – Mobility Team

### Presentations

 Slides - Ask the JAN Motor Team

### Transcripts

 Transcript -

Live Chat 



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# JAN - PAS and the New Section 501 Affirmative Action Requirements




JANUARY 10, 2018

Join JAN and the Equal Employment Opportunity Commission (EEOC) for a free webcast about Section 501 and the new affirmative action requirements that go into effect in January 2018 regarding the provision of personal assistance services (PAS) for eligible federal employees. The EEOC will also provide information about the elements of reasonable accommodation procedures for federal agencies.


## Presenters:

- Linda Carter Batiste , Principal Consultant/Legislative Specialist
- Beth Loy , Principal Consultant/Technical Specialist
- Anupa Iyer, Esq., CLMS, Policy Advisor, Office of Federal Operations (OFO), U.S. Equal Employment Opportunity Commission.

## ↓ Presentations

 [PAS and the New Section 501 Affirmative Action Requirements](#)

## ↓ Transcripts


 [Transcript - PAS and the New Section 501 Affirmative Action Requirements](#)

## Additional Notes:

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- [Asset note link 2](#)
- [Asset note link 3](#)

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[View All Trainings](#)

## **i** Other Information Regarding Sickle Cell Anemia

### External Links

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[EEOC's Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act](#)

### Organizations

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[Job Accommodation Network](#)

[Office of Disability Employment Policy](#)

[American Chronic Pain Association](#)

[American Sickle Cell Anemia Association](#)

[American Society of Hematology](#)

[Centers for Disease Control and Prevention](#)

[Children's Sickle Cell Foundation, Inc.](#)

[DNA Learning Center: Cold Spring Harbor Laboratory](#)

[Genetic and Rare Diseases Information Center \(GARD\)](#)

[March of Dimes Foundation](#)

[MedlinePlus](#)

[National Center for Biotechnology Information](#)

[National Heart, Lung, and Blood Institute](#)

[National Human Genome Research Institute](#)

[National Organization for Rare Disorders](#)

[Sickle Cell Disease Association of America, Inc.](#)

[Sickle Cell Information Center](#)

[Sickle Cell Society](#)

[William E. Proudford Sickle Cell Fund, Inc.](#)

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